

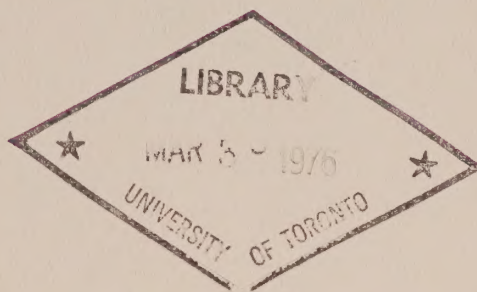
CA2 ØN L 56  
- 75 L01

Government  
Publications

## Labour Relations Series

THE IMPACT OF THE REQUIRED LEVEL OF EMPLOYEE  
SUPPORT ON SECURING UNION CERTIFICATION

Number 1



Ontario

Ministry of  
Labour

Research  
Branch

Toronto  
Ontario



THE IMPACT OF THE REQUIRED LEVEL OF EMPLOYEE  
SUPPORT ON SECURING UNION CERTIFICATION

Number 1

by  
V. Piliotis


Research Branch  
Ontario Ministry of Labour

October 1975

Hon. Bette Stephenson, M.D.  
Minister

R. D. Johnston  
Deputy Minister





Digitized by the Internet Archive  
in 2024 with funding from  
University of Toronto

<https://archive.org/details/39201116060384>

## TABLE OF CONTENTS

	<u>Page</u>
Introduction .....	1
Data and Methodology .....	3
Volume of Applications for Certification .....	4
Representation Votes .....	9
Success Rate .....	17
Conclusions .....	24
Appendix	





## THE IMPACT OF THE REQUIRED LEVEL OF EMPLOYEE SUPPORT ON SECURING UNION CERTIFICATION

---

### Introduction

Certification is a means whereby unions obtain the right to exclusive representation of a defined group of workers for the purpose of bargaining collectively with their employer to determine conditions of employment. In Ontario this right is provided for by The Labour Relations Act and granted by the Ontario Labour Relations Board for units of employees determined to be appropriate for collective bargaining. The basic elements of the certification process are described in Sections 5 to 12 of the Act.

Certification is important in that it provides the basis of employee representation which is necessary for the establishment of collective bargaining. The Ontario government has, through the preamble of The Labour Relations Act, declared that "... it is in the public interest of the Province of Ontario to further harmonious relations between employers and employees by encouraging the practice and procedure of collective bargaining ...". With this declaration being the central point of the Act, it becomes incumbent upon the government to ensure that the method of providing for certification facilitates the intent of the preamble.

Certification was introduced in Ontario, and in almost all labour relations legislation in North America, because unions had experienced extreme difficulties in establishing and maintaining effective representation of workers. The Wagner Act of 1935 in the United States was the first widely applied piece of legislation in North America that adopted the principle of certification through which unions obtained exclusive bargaining rights. That legislation was also the first to impose on the parties the legal obligation to bargain collectively. Ontario was the first Canadian jurisdiction that adopted the principle and procedure of certification similar in spirit to that of the Wagner Act.<sup>1</sup> One year later the federal government enacted more comprehensive labour relations legislation which endorsed the achievement of representation through certification and the obligation to bargain collectively.<sup>2</sup> The federal legislation became the model that was used by the Provinces to enact similar legislation in

---

1. An Act to provide for Collective Bargaining. Statutes of Ontario 1943, Chapter 4.

2. Privy Council Order 1003, 1944.



their respective jurisdictions.

Ensuring union representation through certification was a major breakthrough in North American labour relations. It facilitated the organization of unorganized workers and provided a basis for the establishment of stable union-management relationships. In the thirty years certification has been used in Canada there has been no articulate challenge to it. It is accepted as an equitable method through which unions achieve employer recognition. However, the fact that approximately two-thirds of the workers in Ontario are not represented by unions raises questions as to the effectiveness of the certification process in promoting union representation. The concern is not with the principle of certification but about the effects on union representation of specific legislative provisions and administrative procedures governing certification.

Section 7, subsections (2), (3) and (4), of The Ontario Labour Relations Act,<sup>3</sup> sets out the minimum membership requirements that a union must secure to satisfy the Board that it has the necessary support to be considered for either "outright"<sup>4</sup> certification or vote. Prior to February 1971, a trade union was required to secure membership support of at least 45 per cent of the employees in any bargaining unit determined by the Board, in order for a representation vote to be ordered. It was also necessary for a union to secure more than 55 per cent before an application could be considered for outright certification. The amendments to the Act in February 1971 changed the level of the minimum membership requirements to at least 35 per cent for a vote and above 65 per cent in order to be considered for outright certification.

After the 1971 amendments to the Act, the unions left no doubt as to their position with regard to the new membership requirements. Their position has been made clear in their various briefs on labour legislation presented to the government. They felt that the new level of employee support frustrated efforts to organize new workers and indicated their preference for outright certification as opposed to certification after a vote.

The hypotheses advanced in this paper are the following:

- 
3. Revised statutes of Ontario, 1970, Chapter 232.
  4. "Outright" certification in this context refers to certification on the basis of initial membership evidence as opposed to certification through a representation vote.



- a relatively low level of required employee support for a vote does not promote unionization, as it does not induce unions to file with the Board applications with a low level of support because the chances of success of such applications are very small;
- a relatively high level of required employee support for outright certification is an impediment to organization because it makes certification difficult to achieve; and
- a relatively high level of support required for outright certification results in proportionately more applications decided by vote and less by the initial evidence of membership support. This does not facilitate organization because the success rate of applications with votes is lower than that of applications without votes.

#### Data and Methodology

The hypotheses formulated above can be tested if there are available data on certification under various levels of required employee support. This exists in Ontario because of the changes in membership requirements for certification that were part of the amendments to the Act in 1971. The acceptance or rejection of the hypotheses can be established by comparing:

- the volume of applications, by level of support, filed with the Board prior to and following the amendments. These data, based on fiscal years, are necessary to determine the effect of membership requirements on the annual volume of applications in total and at each level of employee support.
- the proportion of applications that involved representation votes prior to and following the amendments. These data are based on fiscal years and by the level of employee support and are used to assess the impact of membership requirements on the number of votes held; and
- the success rate of applications prior to and following the amendments classified by the level of employee support, and by whether or not there was a vote. These data will help to determine the effects of membership requirements on the success of applications directly and indirectly through votes.

The analysis is comparative in nature. In addition to before and after comparisons within Ontario, there are also some inter-Provincial comparisons on the success rate and the volume of applications with votes.

The basic data are compiled from the Ontario Labour Relations Board statistics on certification mainly in the Non-Construction sector. A programme was developed to analyze data for one fiscal year prior to, and two years following, the 1971 amendments.<sup>5</sup> The data are on applications for certification classified by union; industry; bargaining unit size; level of employee support; success rate at each level of support; votes and the success rate of applications with votes as opposed to that of applications with no votes. In addition to the tables within the body of this report, more details are given in the Appendix.

#### Volume of Applications for Certification

There were two main motives underlying the 1971 changes in membership support for certification. On the one hand, it was believed that lowering the minimum membership support would make it easier to achieve representations votes - and possibly certification - in cases where obtaining higher membership support might be difficult. On the other hand, the higher membership support required to be considered for outright certification was justified on the basis that it was needed to ensure stronger union representation, which was thought to be crucial for the establishment of a sound bargaining relationship after certification.<sup>6</sup> In the final analysis, both changes in the required minimum membership support were designed to bring about more representation votes. Such votes were thought to be a more reliable expression of the wishes of the employees affected.

- 
5. The amended Act became effective on February 15, 1971. However, the old Act applied to applications filed before February 15 but disposed of after that date. Since it takes an average of more than four weeks to dispose of an application after it has been filed with the Board, it is safe to assume here that the whole fiscal year of 1970-71 contains applications disposed of under the old Act.
  6. The impact of membership support on the subsequent collective bargaining relationship is dealt with in another Research Branch study that deals specifically with the factors affecting first agreement after certification, and, which will be completed at a later date.



During the year 1971-72 - the first full fiscal year following the amendments to the Act - the volume of applications for certification declined from 1,068 in 1970-71 to 915. This represents a drop of more than 14 per cent. In the Non-Construction sector alone, the decline was more dramatic and represented a drop of more than 18 per cent. Most of the major unions experienced a decline in the volume of applications. However, the overall level of applications in 1972-73 came back to that of 1970-71. Industry-wide, the pattern was almost the same. The only notable exception was in the Trade sector in which the volume of applications in each of the two fiscal years following the amendments was less than 47 per cent of that in 1970-71.<sup>7</sup>

A more detailed analysis of the volume of Non-Construction applications in the fiscal years of 1970-71 to 1972-73 is provided by Table 1 and Graph A. The distribution of applications by level of initial membership support reveal the following:

- the number of applications in the range of 35-45 per cent was 21 and accounted for three per cent of total applications in 1970-71. The corresponding numbers were 40 and 33 in each of the following two years, respectively.
- the number of applications in the range of 55-65 per cent was 120 and accounted for close to 17 per cent of total applications in 1970-71. This number decreased to 58 and 65 in each of the following two years, respectively.
- the proportion of applications with union support necessary for outright certification accounted for more than 75 per cent of total applications in 1970-71. This proportion decreased to 60 per cent and 63 per cent, respectively, in each of the following two years. The number of such applications dropped by more than 34 per cent in 1971-72 and more than 18 per cent in 1972-73, largely the result of raising the minimum support for automatic certification.

The lowering to 35 per cent of the minimum support for a vote did not bring the increase in applications that was hoped for. Although the number of applications in the 35-45 per cent range increased in each of the two years following the amendments, this range still accounted for a small proportion of total applications.

---

7. See Appendix, Tables 1 and 2.



TABLE 1

Distribution of Total and Granted Non-Construction Applications  
for Certification by Level of Membership Support,  
Fiscal Years, 1970-71 to 1972-73

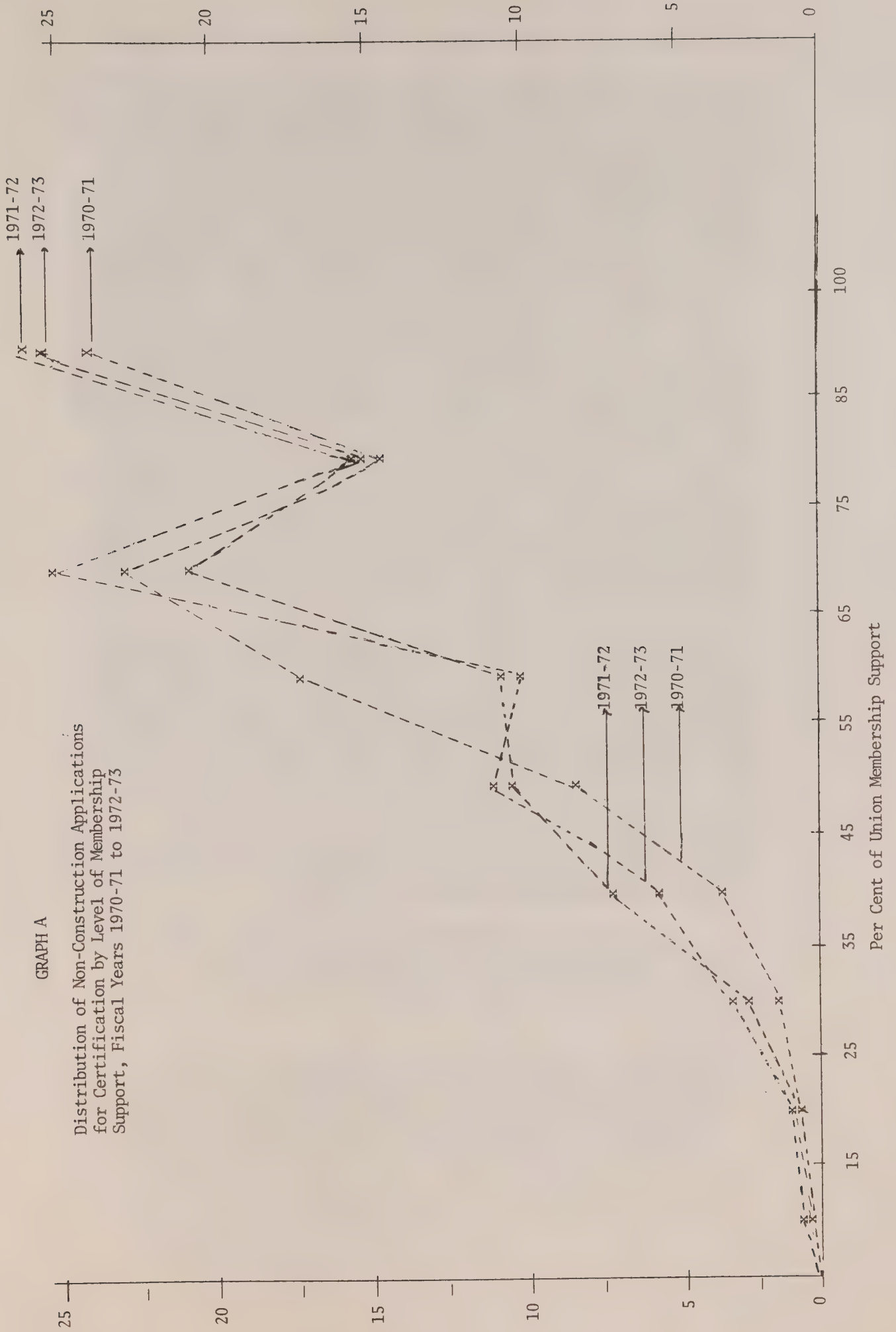
Membership Support as Percentage of Employees Affected	Total Non-Construction Applications									
	1970-71				1971-72				1972-73	
	Total Applications		Granted Applications		Total Applications		Granted Applications		Total Applications	
	No.	%	No.	%	No.	%	No.	%	No.	%
00.0 - 14.9	4	.6	-	-	3	.5	-	-	2	.3
15.0 - 24.9	6	.8	-	-	2	.3	-	-	4	.6
25.0 - 34.9	8	1.1	-	-	13	2.2	-	-	15	2.2
35.0 - 44.9	21	2.9	-	-	40	6.8	13	2.2	33	4.7
45.0 - 55.0	55	7.6	18	2.5	56	9.5	27	4.6	73	10.5
55.1 - 65.0	120	16.7	92	12.8	58	9.8	35	5.9	65	9.3
65.1 - 75.0	159	22.1	138	19.2	112	19.0	92	15.6	169	24.3
75.1 - 85.0	95	13.2	82	11.4	87	14.8	74	12.5	100	14.3
85.1 - 100.0	166	23.1	148	20.5	155	26.3	132	22.4	171	24.5
Unknown**	86	11.9	-	-	64	10.8	-	-	65	9.3
TOTAL	720	100.0	478	66.4	590	100.0	373	63.2	697	100.0
									485	69.6

\* The lower limits of the class intervals of membership support are constructed in such a way as to be consistent with the legislative provisions regarding minimum membership support for vote or for automatic certification.

\*\* It includes withdrawn applications whose membership was not determined.

GRAPH A

Distribution of Non-Construction Applications  
for Certification by Level of Membership  
Support, Fiscal Years 1970-71 to 1972-73



Per cent of Total Applications

The main reason for the low incidence of applications filed at the new lower level of support is the conviction of unions that the chances of these applications resulting in certification are small. This conviction was echoed in the submissions made by unions to the Minister of Labour in regards to the Amendments to the Act in 1970.<sup>8</sup> Experience in the two years following the amendments proved the unions' point. The success rate of applications in the 35 - 45 per cent range of support was 32 and 39 per cent respectively for each of the two years. This compares with the overall success rate of the same two years which was 63.2 and 69.6 per cent.

Unions prefer outright certification to certification through vote. This preference is supported by data which show that in 1970-71 more than 75 per cent of all applications had the membership support necessary for outright certification. Raising the minimum support for outright certification from 55 to 65 per cent meant that unions had to employ more resources than before the changes, if they wanted to achieve outright certification. In fact, the proportion of applications having support of over 65 per cent increased from 58 per cent of total applications in 1970-71 to 63 per cent in 1972-73. Nevertheless, because of the shortening of the outright certification range, only 63 per cent of applications in 1972-73 were in the outright certification range, compared to 75 per cent in 1970-71.

It can safely be concluded that the 1971 amendments regarding membership support did not bring the increase in the volume of applications that it was hoped they would bring. The increase in the volume of applications in the 35-45 per cent range of support was very moderate. This was almost certainly due to the unions' belief that the probability of these applications getting certified was small, and, in fact that belief seemed to be correct. On the other hand, the volume of applications in the 55 - 65 per cent level of support dropped by substantially more than the increase in the 35 - 45 per cent range. The drop was caused by the fact that unions could no longer achieve outright certification in that range and reflected efforts to obtain outright certification and avoid a vote.

No definite conclusions can be drawn with respect to any possible adverse effects of the amendments on the overall volume of applications. The volume of applications dropped in 1971-72 but picked up again in 1972-73. Figures for the fiscal

---

8. Submission of the Ontario Federation of Labour to Dalton Bales Q.C. Minister of Labour in Regard to Amendments to the Labour Relations Act, 1970. Also, the Submission of the United Steelworkers of America to the Ontario Legislature's Standing Committee on Labour Re Bill 167 of the Ontario Labour Relations Act, 1970.



year of 1973-74 show an increase of about 18 per cent over the previous year, the highest increase ever recorded.

The decline in the volume of applications immediately after the amendments can be attributed to the uncertainty of unions as to the impact of the new Act on certification. Support for this assertion is found when the volume of applications is analyzed over a longer time period than the three years. Graph B shows the trend in the volume of applications since 1959-60. The troughs in this graph coincide with, or follow, amendments to the Act. It is true that the amendments since 1959-60 did not deal with the sections of membership support except in 1970-71. However, changes in the Act appear to affect unions in some way. Uncertainty about how such changes will affect their activities may have considerable impact on union organization.

#### Representation Votes

The amendments to the Act in 1971 had an impact on the volume of votes conducted. This came about because the range of union membership support for a vote was widened from 45 - 55 per cent to 35 - 65 per cent. The effect is shown in Table 2 where the volume of applications with votes increased from 121 in 1970-71 to 195 and 194 in the following two years, respectively. This represents an increase of over 60 per cent. Even as a proportion of total non-construction applications, the increase was substantial. In 1970-71, close to 17 per cent of applications resulted in a vote. This proportion increased to 33 per cent and 28 per cent, respectively, in each of the following two years. The largest part of the increase was in pre-hearing votes. However, in all three years, the volume of post-hearing votes was higher than that of pre-hearing votes.<sup>9</sup>

Securing membership support of over 65 per cent does not guarantee outright certification. There are instances where a vote is conducted regardless of membership support, so long as the support is at least 35 per cent. Situations where this occurs include the following:

- applications involving petitions that reduce initial union support to a vote situation;

---

9. The process of conducting pre-hearing votes was introduced in the 1960 Amendments to the Act. Its main purpose was to meet union concerns about delays in taking a vote. The provision empowers the Board to authorize a vote at the request of the union prior to presenting any evidence relating to the application. Pre-hearing votes are contrasted to post-hearing or regular votes, which usually take place at least after the first hearing where the Board determines the bargaining unit and the level of employee support.

GRAPH B

Volume of Total \* Applications for Certification Disposed of by  
O.L.R.B., Fiscal Years 1959-60 to 1973-74

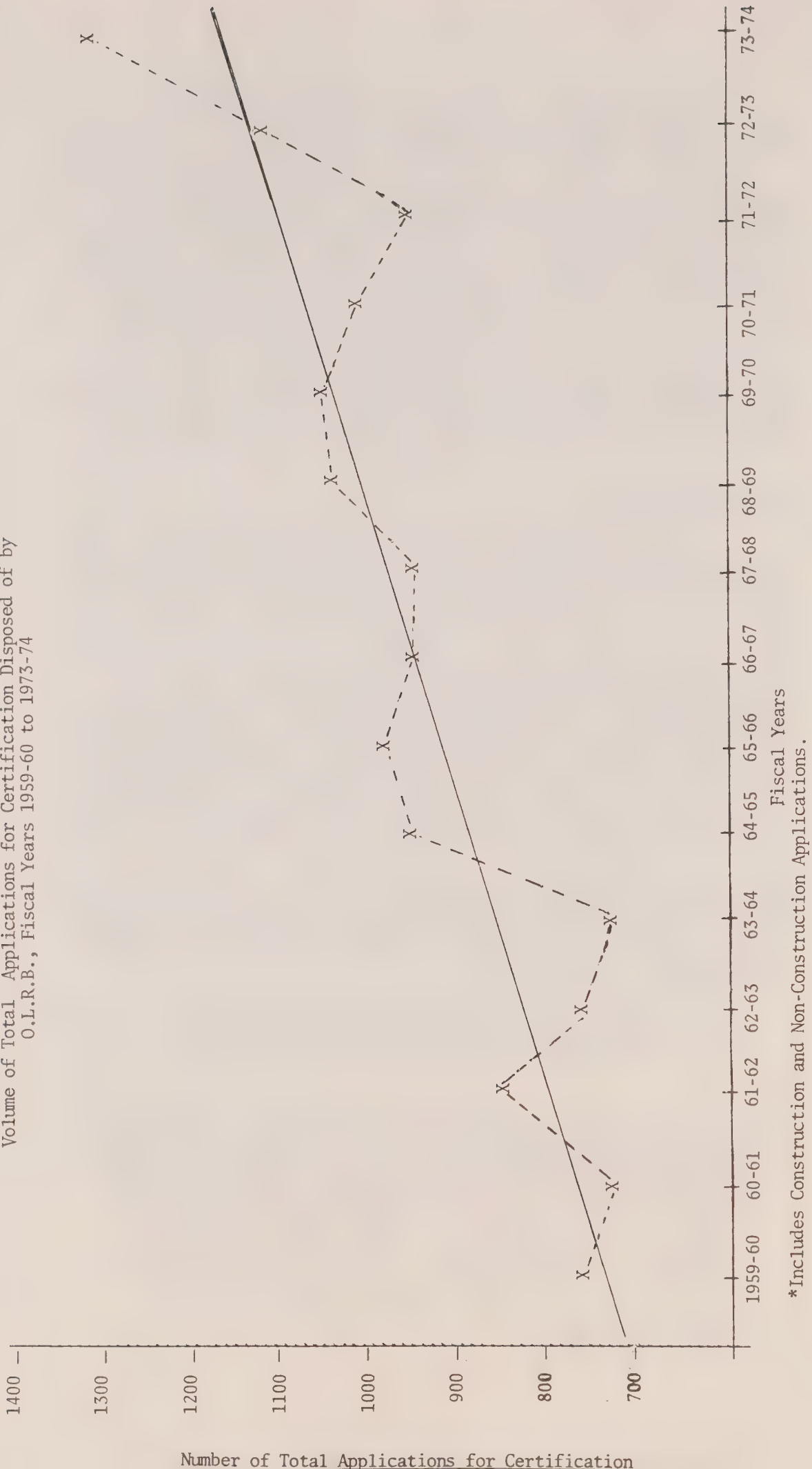


TABLE 2

Volume of Non-Construction Applications with Votes and Type of Votes  
Fiscal Years 1970-71 to 1972-73

Type of Votes	Non-Construction Applications With Votes								
	1970-71			1971-72			1972-73		
	Number	Per Cent of Appli- cations with votes	Per Cent of Total Applica- tions*	Number	Per Cent of Appli- cations with votes	Per Cent of Total Applica- tions*	Number	Per Cent of Appli- cations with votes	Per Cent of Total Applica- tions*
Pre-Hearing Votes	42	34.7	5.8	96	49.2	16.3	87	44.9	12.5
Post-Hearing Votes	79	65.3	11.0	99	50.8	16.7	107	55.1	15.4
Total Votes	121	100.0	16.8	195	100.0	33.0	194	100.0	27.9

\*The volume of total non-construction applications for the three fiscal years was 720, 590 and 697, respectively.



- cases where two applicants apply for the same unit of employees; and
- applications involving incumbent unions.

Table 3

Distribution of Non-Construction Applications for Certification  
in which a Vote was Authorized by Level of Initial  
Membership Support, Fiscal Years 1970-71 to 1972-73

Percentage Level of Membership Support	Non-Construction Applications with Votes					
	1970-71		1971-72		1972-73	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
35.0 - 44.9	-	-	39	20.9	29	15.2
45.0 - 55.0	43	39.1	52	27.8	64	33.3
55.1 - 65.0	28	25.5	42	22.5	57	29.7
65.1 - 75.0	17	15.4	22	11.8	20	10.4
75.1 - 85.0	9	8.2	16	8.5	11	5.7
85.1 - 100.0	13	11.8	16	8.5	11	5.7
Unknown <sup>*</sup>	11	-	8	-	2	-
Total	121	100.0	195	100.0	194	100.0

\* Includes applications whose vote was never conducted because of late withdrawal or the vote was conducted but the ballots were never counted. These applications are not included in the derivation of percentages.

Table 3 shows that there has been a decrease in the proportion of applications that resulted in a vote even though they had the necessary support for outright certification. In 1970-71, 61.9 per cent of applications with votes had support of over 55 per cent. In 1971-72 only 27.7 per cent of applications with votes had support of over 65 per cent and it was further reduced to 21.7 per cent in 1972-73. This is a clear indication that it was the changes in membership requirements, rather than other factors such as those listed above, which caused the increase in the volume of applications that resulted in votes.

A great deal of controversy has centered on the question of whether or not representation votes are the best way of determining the wishes of a group of employees concerning union representation. The proponents of votes - mainly employers - cite the acceptance by society in general of voting as the most democratic way to ascertain the wishes of people on many social and political issues. Unions do not object to representation votes in principle. However, they argue that there are important differences between, say, the public voting on which political party is to form the next government, and a group of employees in a company voting on whether or not a union will represent them in dealing with their employer. These differences relate mainly to factors affecting the outcome of union votes and to consequences of the results of votes that are characteristic of union-management relations.

With regard to factors influencing union votes, the most important one is the ability of employers and unions to communicate with the employees for the purpose of presenting their views on union representation and influencing the outcome of the vote. In this regard employers have an advantage over unions because the workers are at the employers' premises during the working hours. The best unions can do is to schedule meetings outside working hours and hope for a good turnout. Attendance at such meetings may be poor due to transportation problems and lack of available time. However, the most important reason for not showing up at union meetings prior to certification is the fear that employees hostile to unions may be there for the purpose of informing the employer about other employees' union activity. The relative disadvantage of unions becomes even greater when they cannot communicate with the workers, because they are unable to get a mailing list.

A second factor that may affect the outcome of votes is that the actual voting is conducted at the employers' premises. Even more important, one of the scrutineers of the voters' list is an employer representative. While the outcome of votes is based on those who vote rather than on those eligible to vote,<sup>10</sup> unions argue that the location of voting and the presence of an employer representative at the polls causes some employees that would have voted for the union to abstain from voting or even to vote against the union. The difficulty of proving the validity of this argument makes it less plausible than the first one. However, concern about

---

10. Prior to the 1971 amendments the outcome of votes was based on those eligible to vote.

the employer knowing the employees' stand on union representation and fear of loss of job are psychological factors that have an important impact on employees' decisions on how to vote and whether to vote.

With regard to the consequences of the results of votes, the main point that can be made here is that employers' decisions can still have a great impact on employees' working conditions regardless of the outcome of votes. This can be contrasted with the situation of a political party that loses an election. It has no direct way of affecting the voters. Indeed, unions argue that no matter what the outcome of votes, there may be an adverse effect on employees. If the union loses the election, the employer may try to get rid of pro-union employees in order to eliminate chances of a comeback. If the union wins the election it may leave the employer with a loser's feeling. Such a feeling may be an obstacle to the establishment of a sound collective bargaining relationship.

Table 4 and Graph C refer to applications with votes and show the initial level (prior to vote) of union support and the union support determined by vote. Some important observations are:

- of the 489 applications that resulted in votes and whose level of initial union support was known, 341 (70 per cent) had evidence of majority support (over 50 per cent)<sup>11</sup> before the vote was taken;
- union support determined by vote showed that of the 450 applications whose level of support became known after the vote was conducted, only 232 (48 per cent) obtained majority support;
- votes brought a greater dispersion of membership support than the one resulting from the evidence of support prior to votes. The increase in dispersion is shown by the two shaded areas in Graph C and show that the volume of applications where support decreased is larger than the volume of applications where support increased.<sup>12</sup>

---

11. Roughly half of the applications in the range of 45-55 per cent had majority support.

12. This observation does not take into account any changes in support that may have taken place in the range of 35-65 per cent.



TABLE 4

Distribution of Non-Construction Applications for Certification in which a Vote was Authorized, by Initial Support and Support Determined by Vote and by Type of Disposition, Fiscal Years 1970-71 to 1972-73

Level of Membership Support as Per Cent of Employees Affected	Non-Construction Applications with Vote Situations															
	1970-71				1971-72				1972-73				Three-Year Total			
	Support		Disposition		Support		Disposition		Support		Disposition		Support		Disposition	
	Ini-tial	Determi-ned by vote	Granted	Dis-missed	Ini-tial	Determi-ned by vote	Granted	Dis-missed	Ini-tial	Determi-ned by vote	Granted	Dis-missed	Ini-tial	Determi-ned by vote	Granted	Dis-missed
00.0 - 14.9	-	16	-	16	-	9	-	9	-	12	-	12	-	37	-	37
15.0 - 24.9	-	11	-	11	-	16	-	16	-	13	-	13	-	40	-	40
25.0 - 34.9	-	20	-	20	-	15	-	15	-	16	-	16	-	51	-	51
35.0 - 44.9	-	12	-	12	39	18	-	18	29	22	-	22	68	52	-	52
45.0 - 55.0	43	20	12	8	52	27	11	16	64	28	17	11	159	75	40	35
55.1 - 65.0	28	6	6	-	42	17	17	-	57	23	23	-	127	46	46	-
65.1 - 75.0	17	6	6	-	21	18	18	-	20	12	12	-	58	36	36	-
75.1 - 85.0	9	4	4	-	16	11	11	-	11	22	22	-	36	37	37	-
85.1 -100.0	13	20	20	-	17	28	28	-	11	28	28	-	41	76	76	-
Unknown*	11	6	-	6	8	36	3	33	2	18	5	13	21	60	8	52
TOTAL	121	121	48	73	195	195	88	107	194	194	107	87	510	510	243	267

\* See Table 3

GRAPH C

Distribution of Non-Construction Applications for Certification in which a Vote was Authorized, by Initial Support and Support Determined by Vote, Fiscal Years 1970-71 to 1972-73 (Three Years Combined)

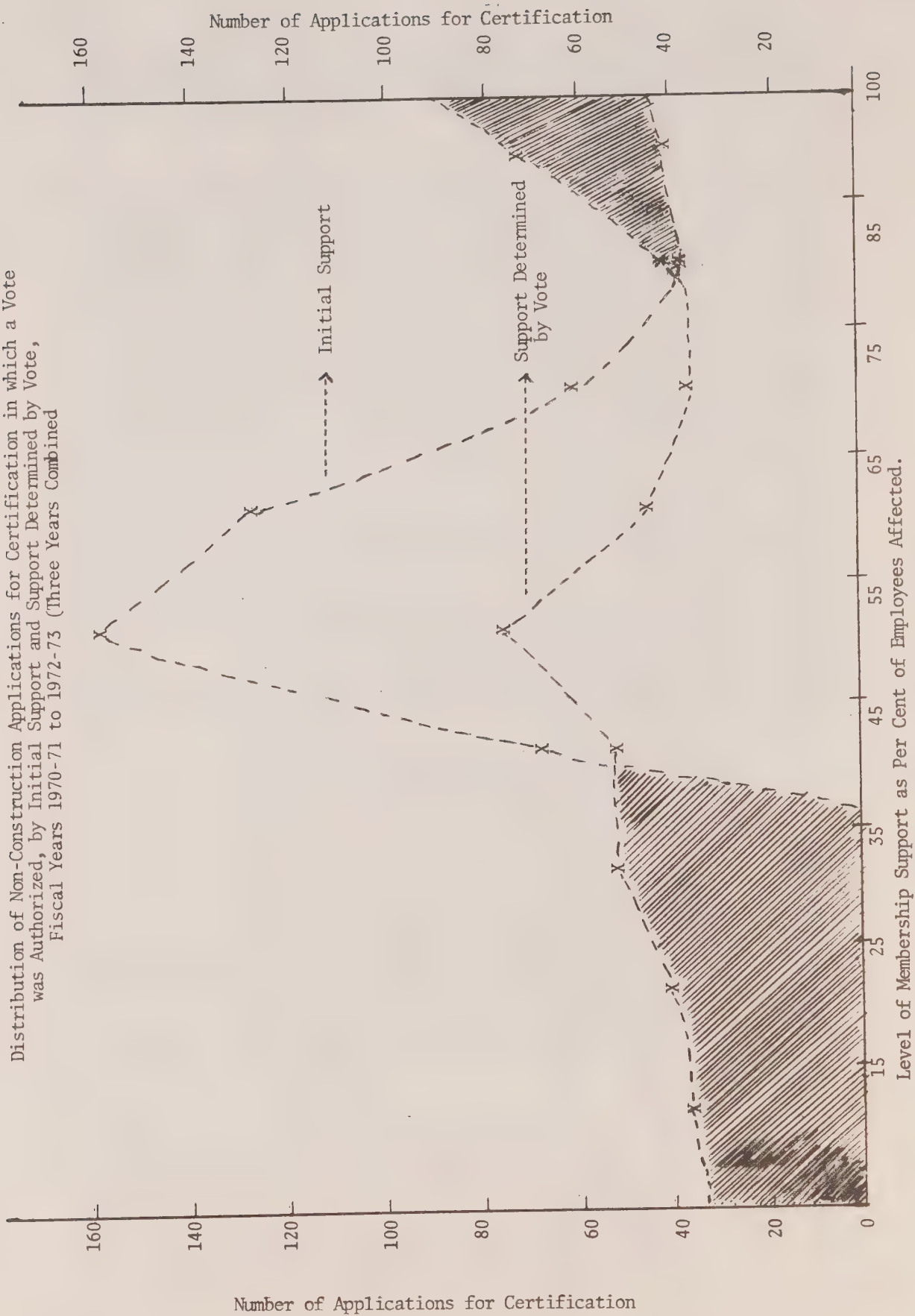


Table 5 and Graph D classify applications by the extent of change of union support. The change is measured by the difference between initial support and support determined by vote. The difference is arranged in ranges of percentage points from zero to one hundred per cent. It is revealed that the number of applications where union support decreased is double that of applications where union support increased. In addition, the decreases in union support seem to have been larger than the increases.

The above findings contain substantial evidence in support of the unions' claims that reduction in the initial union support occurs in the majority of applications in which a vote takes place. Statistics show that if the support determined by votes were the same as the initial one, 109 dismissed applications would have been certified; this being the difference between the volume of applications that had initial majority support and the volume of applications that obtained majority support by vote.

Two main sets of factors account for the decline in union support. The first relates to the vote procedure itself. It has already been discussed that the mere fact that votes are held at the employers' premises may cause employees that would have voted for the union not to vote at all, or even to vote against the union. In addition, while the voting procedure may be an appropriate instrument within a political environment, it is not well suited in a union-management environment characterized by adversary relationships, such as the one in Canada.

The second set includes factors such as loss of interest in union support and a variety of causes which change the attitudes of employees towards unions and brings about the decline in union support. The important thing to remember however is that votes take time. The time element is an important factor. Delaying taking a vote may create tensions among the employees and cause loss of interest on the part of employees towards the union. The relative disadvantage of unions as compared to the employers, in keeping effective communication with the workers, may change the attitudes of employees and may prove detrimental to unions' chances of success.

#### Success Rate

While the effect of membership requirements on the volume of applications for certification is important, it is the success rate that is of greater concern. Table 6 shows, that with few exceptions, Ontario has had the lowest success rates of applications filed with the six major Provincial



TABLE 5

Change\* in Union Support of Non-Construction Applications  
for Certification in which a Vote was Authorized,  
Fiscal Years 1970-71 to 1972-73

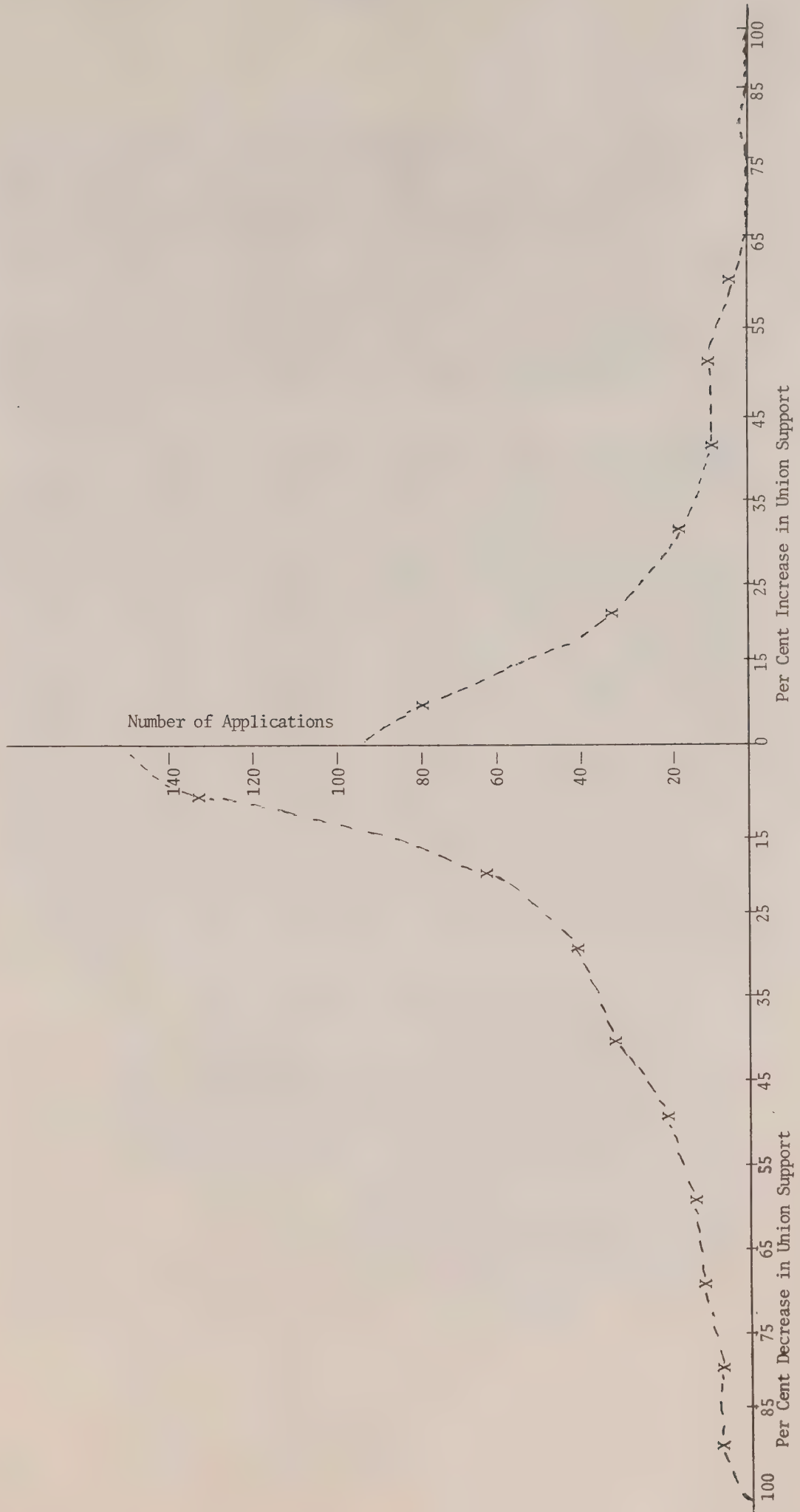
Per Cent Change in Ini- tial Support Resulting from Taking a Vote	Non-Construction Applications with Vote Situations							
	1970-71		1971-72		1972-73		Three-Year Total	
	Increase in Union Support	Decrease in Union Support	Increase in Union Support	Decrease in Union Support	Increase in Union Support	Decrease in Union Support	Increase in Union Support	Decrease in Union Support
00.0 - 14.9	24	15	24	52	30	60	78	127
15.0 - 24.9	7	17	15	24	12	20	34	61
25.0 - 34.9	6	13	5	5	4	22	15	40
35.0 - 44.9	3	7	5	9	1	12	9	28
45.0 - 55.0	2	8	5	6	3	5	10	19
55.1 - 65.0	-	5	1	3	1	5	2	13
65.1 - 75.0	-	5	-	3	-	-	-	8
75.1 - 85.0	-	1	1	1	-	1	1	3
85.1 - 100.0	-	2	-	-	-	-	-	2
Other**	6		36			18		60
TOTAL	42	73	56	103	51	125	149	301

\*The change in union support is measured by the difference between initial support and support determined by vote.

\*\*See Table 3.

GRAPH D

\* Change in Union Support of Non-Construction Applications for Certification in which a Vote was Authorized Fiscal Years 1970-71 to 1972-73 (Three Years Combined)



\*See Table 5.

Table 6

Percentage of Certification Applications Granted,  
Selected Provinces, 1959-60 to 1973-74

Fiscal Years	Provinces					
	Ontario	Quebec	Manitoba	Saskatch- ewan	Alberta	British Columbia
1959-60	67.2	70.2	69.8	87.4	76.7	70.6
1960-61	70.1	78.1	75.5	96.5	71.1	69.9
1961-62	61.7	78.3	85.3	85.4	67.6	67.6
1962-63	65.0	75.1	65.6	75.7	74.0	75.7
1963-64	71.8	77.3	76.6	84.7	74.1	69.9
1964-65	72.4	72.1	84.4	87.4	79.9	71.6
1965-66	73.4	68.7	80.0	81.0	72.3	71.5
1966-67	74.8	70.6	68.3	72.3	69.4	69.4
1967-68	69.8	61.6	71.2	79.5	70.1	73.5
1968-69	67.7	78.8	79.4	77.4	76.4	71.5
1969-70	67.3	*	72.5	72.8	71.5	74.9
1970-71	65.6	82.1	81.5	72.6	79.0	71.7
1971-72	60.1	83.7	76.2	74.6	78.2	66.4
1972-73	68.9	75.8	80.4	86.4	74.6	78.0
Fourteen Year Average	68.3	74.8	76.2	81.0	73.9	71.6
Membership Support for Automatic Certification						
British Columbia ..... Over 50 per cent						
Manitoba ..... Over 50 per cent						
Ontario ..... Over 65 per cent**						
Quebec ..... Over 50 per cent						
Saskatchewan ..... Over 50 per cent						
Alberta ..... Over 50 per cent						

\*Data for this year are not available.

\*\*Over 55 per cent prior to February 1971.



Boards since 1959. Inter-Provincial comparisons, are suspect because factors other than membership requirements and votes have an impact on success rates. These factors relate to the rules and practices of the various Boards regarding the manner in which petitions are treated, the evidence on membership documents, the determination of bargaining units and so on. The weak relationship between membership requirements and success rate, based on inter-Provincial comparisons, is indicated by the fact that the success rate of Saskatchewan differs by ten percentage points from that of British Columbia, even though the minimum level of support is the same for the two Provinces.

One way to assess the importance of membership requirements on certification is to compare the success rate prior to and after, the Ontario amendments of 1971. Such comparison avoids the influence of other factors present in inter-Provincial comparisons. Table 7 shows that the proportion of Non-Construction applications certified dropped from 66.4 per cent in 1970-71 to 63.2 per cent in 1971-72 and reached 69.6 per cent the following year. The drop in 1971-72 occurred despite the fact that the separate success rates of applications with vote and no vote situations increased over those in 1970-71. The reason for the drop in the 1971-72 overall success rate is attributed to the greater proportion (compared to 1970-71) of applications with votes, which have a lower success rate than that of applications with no votes. The increase in the success rate of 1972-73 does not mean that the changes in membership requirements had no effect. Rather, the unions' improvement in the success rate of applications with and without votes, as shown in Table 7, offset the impact of the changes in required membership support. If the proportion of applications with votes in 1972-73 had been the same as that of 1970-71, the success rate in 1972-73 would have been about 72 per cent.

The impact of votes on certification success rate may also be assessed in two other ways. Table 8 shows the success rate of applications in each range of membership support. It is evident that the most striking change occurred in the 55 - 65 per cent range which was changed from one of outright certification to one of vote. The success rate in that range dropped from 76.7 per cent in 1970-71 to 60.3 per cent in 1971-72 and to 56.9 per cent in 1972-73. The drop in that range is more dramatic in 1972-73 especially as the success rates for all other ranges in that year increased. If the success rate in the 55 - 65 per cent range in 1972-73 had been the same as that of 1970-71 the overall success rate in 1972-73 would have been 71.5 per cent instead of the actual 69.6 per cent. The impact of votes on the success rate can



also be determined from the experience in Saskatchewan and British Columbia where the average proportion of applications with votes in the last three years has been 6.3 per cent and 3.1 per cent, respectively. This compares to Ontario's 17 per cent.<sup>13</sup>

Table 8

Success Rates of Non-Construction Applications for Certification  
by the Level of Initial Membership Support  
Fiscal Years 1970-71 to 1972-73

Initial Membership Support as Percentage of Employees Affected	Success Rates		
	1970-71	1971-72	1972-73
00.0 - 14.9	-	-	-
15.0 - 24.9	-	-	-
25.0 - 34.9	-	-	-
35.0 - 44.9	-	32.5	39.4
45.0 - 55.0	32.7	48.2	49.4
55.1 - 65.0	76.7	60.3	56.9
65.1 - 75.0	86.8	82.1	88.2
75.1 - 85.0	86.3	85.1	94.2
85.1 - 100.0	89.2	85.1	91.2

It has been argued that as unionization increases, the umorganized sector of the working force consists increasingly of small units, where organization and certification is

---

13. The comparison is based on total rather than non-construction applications.

most difficult.<sup>14</sup> Two factors are frequently mentioned in support of the argument that it is difficult to organize small units of employees. First, a close employer-employee relationship is more easily established in smaller rather than larger units. An employer can deal directly with a small group of employees, rather than through supervisory staff, on matters affecting conditions of employment. Thus unionization of small units becomes difficult either because the employees may have less desire to form a union or the employer is able to detect, at an early stage, unionization moves and to take measures against such actions. Second, a small group of employees is relatively more effective within a small union of employees in counteracting attempts at unionization. For instance, a group of ten employees is likely to be more effective in counteracting unionization efforts in a unit of twenty employees than in a unit of two hundred.

While both factors may be present in small units of employees, the validity of the above arguments appear doubtful. Table 9 shows, that contrary to what one would expect if the above argument were valid, the success rate is higher in relatively small units than in large ones.<sup>15</sup> In order to determine whether applications involve increasingly smaller units one needs more than three years of experience. However, there is no indication from the three years examined that the proportion of applications from relatively small bargaining units is increasing.

### Conclusions

Earlier in the paper three hypotheses were advanced. The first one claimed that a relatively low level of required employee support does not induce unions to file applications with a low level of support because the chances of success of these applications are low. The analysis has shown that the reduction of the required minimum support for a vote from 45 per cent to 35 per cent brought only a modest increase in applications filed with the new low level of membership support.

---

14. See for instance the Submission of the Ontario Federation of Labour to Dalton Bales, Q.C. Minister of Labour in regard to Amendments to the Labour Relations Act, 1970.

15. The evidence here is based on the success rate of these applications and does not take into account difficulties that unions may have encountered prior to reaching the stage of filing such applications.



TABLE 9

Distribution of Non-Construction Applications for Certification by Size of Bargaining Unit and Success Rate,  
Fiscal Years 1970-71 to 1972-73

Size of Bargaining Units (Number of Employees)	Total Non-Construction Applications											
	1970-71				1971-72				1972-73			
	Total Applications		Granted Applications		Total Applications		Granted Applications		Total Applications		Granted Applications	
	No.	Per Cent of Total Applications	No.	Success Rates	No.	Per Cent of Total Applications	No.	Success Rates	No.	Per Cent of Total Applications	No.	Success Rates
2 - 9	219	30.4	163	74.4	165	27.9	112	67.9	189	27.1	147	77.8
10 - 19	155	21.5	98	63.2	109	18.5	71	65.1	133	19.1	101	76.0
20 - 39	144	20.0	99	68.8	128	21.7	87	68.0	155	22.2	112	72.3
40 - 99	117	16.2	73	62.4	125	21.2	75	60.0	127	18.2	84	66.1
100 - 199	45	6.3	24	53.3	35	5.9	15	42.9	37	5.3	21	56.8
200 - 499	27	3.8	18	66.7	20	3.4	10	50.0	30	4.3	16	53.3
500 - 999	5	.7	3	60.0	4	.7	2	50.0	5	.7	4	80.0
1000 or more	-	-	-	-	1	.2	1	100.0	1	.2	-	-
Unknown	8	1.1	-	-	3	.5	-	-	20	2.9	-	-
TOTAL	720	100.0	478	66.4	590	100.0	373	63.2	697	100.0	485	69.6
									2007	100.0	1336	66.6

The second hypothesis stated that a relatively high level of required employee support for outright certification makes such certification difficult to achieve. The evidence in this paper shows that the increase in the required minimum support from 55 per cent to 65 per cent shortened the outright certification range of membership support and consequently reduced the proportion of applications considered for outright certification. In addition, there was a substantial drop of applications in the 55-65 per cent range of support because outright certification was no longer possible in that range. Applications in the outright certification range have a higher success rate and require less time and effort on the part of the unions than other applications. Therefore, the increase in support from 55 per cent to 65 per cent adversely affected the unions' efforts to organize new workers.

The third hypothesis stated that a relatively high level of support required for outright certification results in proportionately more applications decided by vote, for which the success rate is lower than that of applications with no votes. The increase in membership support from 55 per cent to 65 per cent resulted in an increase of applications decided by vote. Such applications require more union time and effort to be disposed of and the analysis shows that their success rate is lower than that of applications with no votes. The relatively low success rate of applications with votes has been mainly due to the disadvantage of unions as compared to employers in being able to maintain effective contact with the employees during the period when certification was attempted. The analysis here has shown that there was a substantial difference between the initial union support and the support obtained by votes. In the majority of applications it was a reduction in the union support. Such reduction resulted in a fair number of applications being dismissed which would have been certified if the initial support had not changed. This created considerable frustration on the part of the unions in their efforts to obtain bargaining rights.

## APPENDIX





TABLE 1

Distribution of Non-Construction Applications\* for Certification by Union and Success Rate,  
Fiscal Years 1970-71 to 1972-73

Unions	Total Non-Construction Applications													
	1970-71				1971-72				1972-73				Three-Year Total	
	Total Applications		Granted Applications		Total Applications		Granted Applications		Total Applications		Granted Applications		Total Applications	Granted Applications
	No.	Per Cent of Total Applications	No.	Success Rates	No.	Per Cent of Total Applications	No.	Success Rates	No.	Per Cent of Total Applications	No.	Success Rates	No.	Per Cent of Total Applications
C.U.P.E.	63	8.8	46	73.0	79	13.4	85	69.6	110	15.8	86	78.2	252	12.6
Teamsters	88	12.2	53	60.0	65	11.0	42	64.6	79	11.3	51	64.6	232	11.6
Steelworkers	43	6.0	32	74.4	34	5.8	25	73.5	45	6.4	33	73.3	122	6.1
Foodworkers	61	8.5	52	85.3	27	4.6	19	70.4	13	1.9	7	53.9	101	5.0
S.E.I.U.	14	1.9	12	85.7	36	6.1	24	66.7	39	5.6	30	76.9	89	4.4
R.W.D.S.U.	29	4.0	20	69.0	26	4.4	16	61.5	8	1.2	5	62.5	63	3.1
Auto Workers	23	3.2	19	82.6	11	1.9	8	72.7	27	3.9	22	81.5	61	3.1
Retail Clerks	29	4.0	21	72.4	19	3.2	9	47.4	12	1.7	11	91.7	60	3.0
Carpenters	17	2.4	11	64.7	15	2.5	9	60.0	19	2.7	14	73.7	51	2.5
Int. Operating Engineers	24	3.3	16	66.7	14	2.4	13	92.9	11	1.6	7	63.6	49	2.4
Can. Operating Engineers	20	2.8	8	40.0	15	2.5	6	40.0	8	1.2	2	25.0	43	2.1
Woodworkers	5	0.7	4	80.0	16	2.7	10	62.5	20	2.9	12	60.0	41	2.0
Hotel Employees	12	1.7	11	91.7	12	2.0	10	83.3	16	2.3	5	31.3	40	2.0
Ontario Nurses Association	16	2.2	13	81.3	6	1.0	6	100.0	13	1.9	11	84.6	35	1.7
C.S.A.O.	6	0.8	2	33.3	5	0.9	4	80.0	22	3.2	21	95.5	33	1.6
Brewery Workers	11	1.5	6	54.6	6	1.0	4	66.7	16	2.3	10	62.5	33	1.6
Labourers	12	1.7	5	41.7	10	1.7	6	60.0	10	1.4	8	80.0	32	1.6
Office Employees	11	1.5	8	72.7	7	1.2	4	57.1	9	1.3	8	88.9	27	1.4
Textile Workers	6	0.8	5	83.3	10	1.7	5	50.0	9	1.3	8	88.9	25	1.3
I.B.E.W.	9	1.3	6	66.7	9	1.5	5	55.6	6	.9	5	83.3	24	1.2
Rubber Workers	6	0.8	3	50.0	7	1.2	3	42.9	10	1.4	7	70.0	23	1.2
Graphic Arts	4	0.6	3	75.0	10	1.7	8	80.0	8	1.2	5	62.5	22	1.1
National Council of Can. Labour	2	0.3	1	50.0	10	1.7	7	70.0	10	1.4	10	100.0	22	1.1
Chemical Workers	9	1.3	3	33.3	6	1.0	5	83.3	6	0.9	5	83.3	21	1.1
U.E.	4	0.6	2	50.0	5	0.9	4	80.0	11	1.6	8	72.7	20	1.0
C.U.G.E.	1	0.1	1	100.0	6	1.0	3	50.0	11	1.6	3	27.3	18	0.9
Machinists	8	1.1	7	87.5	4	0.7	4	100.0	5	0.7	4	80.0	17	0.9
Paper Mill Workers	5	0.7	5	100.0	4	0.7	3	75.0	8	1.2	6	75.0	17	0.9
Christian Labour Association	2	0.3	2	100.0	7	1.2	3	42.9	7	1.0	3	42.9	16	0.8
Laundry Workers	13	1.8	7	53.9	-	-	-	-	3	0.4	3	100.0	16	0.8
Plant Guards	2	0.3	2	100.0	3	0.5	2	66.7	10	1.4	7	70.0	15	0.8
R.T. AND G.W.	1	0.1	1	100.0	4	0.7	4	100.0	9	1.3	5	55.6	14	0.7
Technical Employees	7	1.0	6	85.7	-	-	-	-	7	1.0	5	71.4	14	0.7
Printing Pressmen	3	0.4	3	100.0	6	1.0	6	100.0	4	0.6	3	75.0	13	0.7
Sheetmetal Workers	5	0.7	3	60.0	3	0.5	2	66.7	4	0.6	3	75.0	12	0.6
Moulders	1	0.1	-	-	3	0.5	3	100.0	6	0.9	2	33.3	10	0.5
Oil Workers	3	0.4	3	100.0	4	0.7	2	50.0	3	0.4	3	100.0	10	0.5
Ind. Local Organizations	55	7.6	24	43.6	32	5.4	11	34.4	34	4.9	17	50.0	121	6.0
Others	90	12.5	52	57.8	54	9.2	23	42.6	49	7.0	30	61.2	193	9.6
TOTAL	720	100.0	478	66.4	590	100.0	373	63.2	697	100.0	485	69.6	2007	100.0

\*Throughout this study, applications that result in more than one bargaining unit are counted as many times as the number of bargaining units determined by the Board.

TABLE 2

Distribution of Non-Construction Applications for Certification by Major Industry Groups and Success Rate,  
Fiscal Years 1970-71 to 1972-73

Major Industry Groups	Total Non-Construction Applications													
	1970-71				1971-72				1972-73				Three-Year Total	
	Total Applications		Granted Applications		Total Applications		Granted Applications		Total Applications		Granted Applications		Total Applications	
	No.	% of Total Applications	No.	Success Rates	No.	% of Total Applications	No.	Per Cent of Total Applications	No.	% of Total Applications	No.	Per Cent of Total Applications	No.	Per Cent of Total Applications
Unknown	47	6.5	24	51.0	-	-	-	-	-	-	-	-	47	2.3
Agriculture	1	.1	-	-	-	-	-	-	2	.3	-	-	3	.2
Ser. Incidental to Agriculture	-	-	-	-	-	-	-	-	2	.3	-	-	2	.1
Commercial Farms	1	.1	-	-	-	-	-	-	-	-	-	-	1	.1
Forestry	5	.7	4	80.0	1	.2	-	-	3	.4	3	100.0	9	.5
Logging	5	.7	4	80.0	1	.2	-	-	3	.4	3	100.0	9	.5
Mines	2	.2	1	50.0	9	1.6	8	88.9	5	.6	3	60.0	16	.8
Metal Mines	-	-	-	-	2	.3	2	100.0	1	.1	-	-	3	.2
Non-Metal Mines	1	.1	-	-	1	.2	1	100.0	-	-	-	-	2	.1
Quarries and Sand Pits	1	.1	1	100.0	5	.9	4	80.0	1	.1	1	100.0	7	.3
Ser. Incidental to Mining	-	-	-	-	1	.2	1	100.0	3	.4	2	66.7	4	.2
Manufacturing	253	35.1	172	68.0	235	39.8	152	64.7	270	38.7	186	68.9	758	37.8
Food and Beverage	31	4.3	15	48.4	30	5.1	20	66.7	36	5.2	21	58.3	97	4.8
Tobacco	-	-	-	-	-	-	-	-	1	.1	-	-	1	.1
Rubber	1	.1	-	-	1	.2	1	100.0	8	1.2	6	75.0	10	.5
Leather	8	1.1	6	75.0	3	.5	1	33.3	1	.1	1	100.0	12	.6
Textile	6	.8	5	83.3	10	1.7	6	60.0	19	2.7	14	73.7	35	1.7
Knitting Mills	3	.4	3	100.0	4	.7	2	50.0	2	.3	2	100.0	9	.4
Clothing	4	.6	4	100.0	1	.2	-	-	6	.9	4	66.7	11	.6
Wood	12	1.7	9	75.0	18	3.1	11	61.1	23	3.3	14	60.9	53	2.6
Furniture and Fixture	3	.4	2	66.7	9	1.5	6	66.7	8	1.2	5	62.5	20	1.0
Paper and Allied	11	1.5	9	81.8	12	2.0	8	66.7	15	2.2	11	73.3	38	1.9
Printing, Publishing and Allied	17	2.4	8	47.1	20	3.4	16	80.0	13	1.9	8	61.5	50	2.5
Primary Metal	7	1.0	4	57.1	5	.9	1	20.0	5	.7	4	80.0	17	.9
Metal Fabricating	33	4.6	25	75.8	30	5.1	21	70.0	36	5.2	30	83.3	99	4.9
Machinery	11	1.5	11	100.0	12	2.0	5	41.7	12	1.7	8	66.7	35	1.7
Transportation and Equipment	20	2.8	15	75.0	15	2.5	8	53.3	19	2.7	15	79.0	54	2.7
Electrical	11	1.5	5	45.5	9	1.5	7	77.8	16	2.3	10	62.5	36	1.8
Non-Metallic Mineral	42	5.8	30	71.4	26	4.4	17	65.4	26	3.7	21	80.8	94	4.6
Petroleum and Coal	5	.7	1	20.0	-	-	-	-	-	-	-	-	5	.2
Chemical and Chemical Prod.	9	1.3	7	77.8	10	1.7	8	80.0	15	2.2	9	60.0	34	1.7
Misc. Manufacturing	19	2.7	13	68.4	20	3.4	14	70.0	9	1.3	3	33.3	48	2.4
Transportation and Communication	50	6.9	28	56.0	51	8.6	29	56.9	53	7.6	30	56.6	154	7.7
Transportation	30	4.2	14	46.7	37	6.2	22	59.5	31	4.5	15	48.4	98	4.9
Storage	1	.1	1	100.0	1	.2	1	100.0	2	.3	2	100.0	4	.2
Communication	-	-	-	-	4	.7	1	25.0	4	.6	3	75.0	8	.4
Electric Power, Gas and Water Utilities	19	2.7	13	68.4	9	1.5	5	55.6	16	2.3	10	62.5	44	2.2
Trade	183	25.4	125	68.0	85	14.4	48	56.5	86	12.3	60	69.8	354	17.7
Wholesale Trade	52	7.2	36	69.2	32	5.4	21	65.6	42	6.0	25	59.5	126	6.3
Retail Trade	131	18.2	89	67.9	53	9.0	27	50.9	44	6.3	35	79.6	228	11.4
Finance Ins. and Real Estate	6	.9	4	66.7	8	1.4	2	25.0	10	1.4	4	40.0	24	1.2
Financial Institutions	2	.3	2	100.0	-	-	-	-	3	.4	2	66.7	5	.2
Ins. and Real Estate	4	.6	2	50.0	8	1.4	2	25.0	7	1.0	2	28.6	19	1.0
Community, Business and Personal Services	147	20.4	102	69.4	177	30.0	113	63.8	238	34.2	175	73.5	562	28.0
Education and Rel. Ser.	26	3.6	18	69.2	43	7.3	25	58.1	33	4.7	20	60.6	102	5.1
Health and Welfare Ser.	74	10.3	50	67.6	67	11.3	44	65.7	112	16.1	98	87.5	253	12.6
Motion Picture and Recreational	1	.1	1	100.0	6	1.0	3	50.0	5	.7	3	60.0	12	.6
Ser. to Bus. Management	6	.9	5	83.3	7	1.2	3	42.9	4	.6	3	75.0	17	.9
Personal Service	29	4.0	20	69.0	37	6.2	24	64.9	33	4.7	18	54.6	99	4.9
Misc. Services	11	1.5	8	72.7	17	2.9	14	82.4	51	7.3	33	64.7	79	3.9
Public Administration and Defence	26	3.6	18	69.2	24	4.0	21	87.5	30	4.3	24	80.0	80	4.0
Federal Administration	-	-	-	-	-	-	-	-	3	.4	2	66.7	3	.2
Local Administration	26	3.6	18	69.2	24	4.0	21	87.5	27	3.9	22	81.5	77	3.8
TOTAL	720	100.0	478	66.4	590	100.0	373	63.2	697	100.0	485	69.6	2007	100.0



TABLE 3

Distribution of Non-Construction Applications with Vote Situations  
By Union and Type of Vote, Fiscal Years 1970-71 to 1972-73  
(Three Year Total)

Unions	Total Applica- tions	Total Non-Construction Applications					
		Applications with Pre-Hearing Votes		Applications with Post-Hearing Votes		Total Applica- tions with Votes	
		No.	%	No.	%	No.	%
C.U.P.E.	252	19	7.5	45	17.9	64	25.4
Teamsters	232	12	5.2	43	18.5	55	23.7
Steelworkers	122	16	13.1	13	10.7	29	23.8
Foodworkers	101	3	3.0	4	4.0	7	6.9
S.E.I.U.	89	10	11.2	18	20.2	28	31.5
R.W.D.S.U.	64	3	4.7	11	17.2	14	21.9
Auto Workers	61	11	18.0	7	11.5	18	29.5
Retail Clerks	57	3	5.3	7	12.3	10	17.5
Carpenters	51	9	17.6	6	11.8	15	29.4
Int'l. Operating Engineers	49	4	8.2	8	16.7	12	24.5
Can. Operating Engineers	43	15	34.9	2	4.7	17	39.5
Woodworkers	41	23	56.1	6	14.6	29	70.7
Hotel Employees	40	-	-	8	20.0	8	20.0
Ontario Nurses Association	35	1	2.9	6	17.1	7	20.0
C.S.A.O.	33	-	-	4	12.1	4	12.1
Brewery Workers	33	5	15.2	5	15.2	10	30.3
Labourers	32	3	9.4	5	15.6	8	25.0
Office Employees	27	1	3.7	2	7.4	3	11.1
Textile Workers	25	14	56.0	-	-	14	56.0
I.B.E.W.	24	-	-	4	16.7	4	16.7
Rubber Workers	23	5	21.7	4	17.4	9	39.1
Graphic Arts	22	-	-	5	22.7	5	22.7
National Council of Can. Labour	22	1	4.5	1	4.5	2	9.1
Chemical Workers	21	3	14.3	3	14.3	6	28.6
U.E.	20	7	35.0	1	5.0	8	40.0
C.U.G.E.	18	5	27.8	2	11.1	7	38.9
Machinists	17	3	17.7	2	11.8	5	29.4
Paper Mill Workers	17	6	35.3	2	11.8	8	47.1
Christian Labour Association	16	-	-	2	12.5	2	12.5
Laundry Workers	16	-	-	-	-	-	-
Plant Guards	15	3	20.0	1	6.7	4	26.7
R.T. and G.W.	14	-	-	2	14.3	2	14.3
Technical Employees	14	-	-	-	-	-	-
Printing Pressmen	13	-	-	-	-	-	-
Sheetmetal Workers	12	1	8.3	4	33.3	5	41.7
Moulders	10	4	40.0	2	20.0	6	60.0
Oil Workers	10	1	10.0	3	30.0	4	40.0
Ind. Local Organizations	121	15	12.4	17	14.0	32	26.4
Other	195	19	9.7	30	15.4	49	25.1
TOTAL	2007	225	11.2	285	14.2	510	25.4



TABLE 4

Distribution of Non-Construction Applications with Vote Situations  
By Major Industry Groups and Type of Vote, Fiscal Years 1970-71 to 1972-73  
(Three Year Total)

Major Industry Groups	Total Applications	Total Non-Construction Applications					
		Applications with Pre-Hearing Votes		Applications with Post-Hearing Votes		Total Applications with Votes	
		No.	%	No.	%	No.	%
Unknown	47	5	-	4	-	9	19.1
<u>Agriculture</u>							
Ser. Incidental to Agriculture	2	-	-	-	-	-	-
Commercial Income	1	-	-	-	-	-	-
<u>Forestry</u>							
Logging	9	3	33.3	1	11.1	4	44.4
<u>Mines</u>							
Metal Mines	3	-	-	-	-	-	-
Non-Metal Mines	2	-	-	1	50.0	1	50.0
Quarries and Sand Pits	7	-	-	4	57.1	4	57.1
Ser. Incidental to Mining	4	-	-	1	25.0	1	25.0
<u>Manufacturing</u>							
Food and Beverage	47	15	15.5	19	19.6	34	35.1
Tobacco	1	1	100.0	-	-	1	100.0
Rubber	10	2	20.0	2	20.0	4	40.0
Leather	12	2	16.7	2	16.7	4	33.3
Textile	35	18	51.4	2	16.7	20	57.1
Knitting Mills	9	4	44.4	-	-	4	44.4
Clothing	11	2	18.2	-	-	2	18.2
Wood	53	11	20.8	10	18.9	21	39.6
Furniture and Fixture	20	7	35.0	-	-	7	35.0
Paper and Allied	38	8	21.1	3	7.9	11	28.9
Printing, Publishing and Allied	50	4	8.0	6	12.0	10	20.0
Primary Metal	17	6	35.3	2	11.8	8	47.1
Metal Fabricating	99	12	12.1	8	88.9	20	20.0
Machinery	35	7	20.0	5	14.3	12	34.3
Transportation and Equipment	54	9	16.7	7	13.0	16	29.6
Electrical	36	10	27.8	4	11.1	14	38.9
Non-Metallic Mineral	94	8	8.5	14	14.9	22	23.4
Petroleum and Coal	5	-	-	1	20.0	1	20.0
Chemical and Chemical Prod.	34	5	14.7	8	23.5	13	38.2
Misc. Manufacturing	48	10	20.8	11	22.9	21	43.8
<u>Transportation and Communication</u>							
Transportation	98	7	10.2	12	12.2	19	19.4
Storage	4	-	-	1	25.0	1	25.0
Communication	8	1	12.5	1	12.5	2	25.0
Electric Power, Gas and Water Utilities	44	5	11.4	5	11.4	10	22.7
<u>Trade</u>							
Wholesale Trade	126	11	8.7	15	11.9	26	20.6
Retail Trade	228	9	3.9	36	15.8	45	19.7
<u>Finance Institutions and Real Estate</u>							
Financial Institutions	5	-	-	1	20.0	1	20.0
Ins. and Real Estate	19	2	10.5	4	21.1	6	31.6
<u>Community, Business and Personal Services</u>							
Education and Related Ser.	102	10	9.8	20	19.6	30	29.4
Health and Welfare Ser.	253	23	9.1	47	18.6	70	27.6
Motion Picture and Recreational	12	-	-	-	-	-	-
Ser. to Business Management	17	1	5.9	2	11.8	3	17.6
Personal Services	99	1	1.0	14	14.1	15	15.2
Misc. Services	79	2	2.5	3	3.8	5	6.3
<u>Public Administration and Defence</u>							
Federal Administration	3	2	66.7	-	-	2	66.7
Local Administration	77	2	2.6	9	11.7	11	14.3
<b>TOTAL</b>	<b>2007</b>	<b>225</b>	<b>11.2</b>	<b>285</b>	<b>14.2</b>	<b>510</b>	<b>25.4</b>





